



The City of Goodyear, Arizona
Invites Your Interest in the Position of
Deputy City Manager



EXCEPTIONAL OPPORTUNITY



Goodyear Mayor and Council
Gary Gelzer, Sheri Lauritano, Vice Mayor Joanne Osborne,
Mayor Georgia Lord, Joe Pizzillo, Wally Campbell, Bill Stipp

GOODYEAR THE COMMUNITY

Scenic mountain views, desert vistas, wide open spaces, golf courses, lakes and parks have attracted 68,000 residents who are among the most affluent and best educated in the state.

Located in the southwest portion of the West Valley of Phoenix, Arizona, Goodyear has been the recipient of much of the Valley's recent growth. Between 2000 and 2006, Goodyear was the fourth fastest growing suburban city under 100,000 in the nation according to Forbes Magazine. Goodyear's population is predicted to be well above 600,000 by the year 2050.

With spectacular master-planned communities hosting country clubs, lakes and golf courses; excellent schools and hospitals; a wide variety of dining and shopping opportunities; and an active outdoor lifestyle, Goodyear has been planned from the beginning with "unsurpassed quality" in mind.

Goodyear is a friendly community where newcomers feel at home right away. Goodyear's 2012 Citizen Survey indicates that 94% of its households think it's an "excellent place to live" and 98% find it safe during the day and 93% at night. The survey also shows that its heads of household are highly educated – 83% are college educated. Income levels are also high – 53% of households earn \$75,000 or more.

Goodyear is a city with a rich, rewarding quality of life and tremendous community spirit, exemplified by its winning the distinguished "All-America City" and "Most Livable City" awards.

A mere 20 minutes west of downtown Phoenix, Goodyear offers all of the advantages of a small community, with the cultural and entertainment resources of the big city.

GOODYEAR CITY GOVERNMENT

Goodyear operates under a Council-Manager form of government. The City Charter provides for six council members and a mayor – all elected at large on a non-partisan ballot. The Mayor and Council members serve four-year terms. The Mayor has a two-term limit and Council a three-term limit. Council members serve staggered terms to ensure continuity.

As the local legislative body, the Goodyear City Council adopts ordinances and policies that direct the City government. They also appoint the City Manager, City Attorney, and Municipal Judge. All other employees are under the auspices of the City Manager who is responsible for the overall operation and supervision of the government functions within the policy directives of the Goodyear City Council.

The City of Goodyear is a full-service community with a staff of 505 full-time employees (reduced from 580 prior to the economic downturn). The following functions are provided: police, fire, sanitation collection, water and sewer, streets/ rights-of-way and parks maintenance, economic development, planning and zoning, engineering, courts, communications, parks and recreation, neighborhood services, City code compliance, and all administrative services. Goodyear Ballpark, constructed in 2009, is also operated by the City. The Ballpark is a 10,311-seat stadium which serves as the spring training home to the Cleveland Indians and the Cincinnati Reds.

Goodyear has a Fiscal Year 2012 total annual budget appropriation of \$213 million and an Operating Budget total of \$73 million. In addition, the five-year Capital Improvement Program totals \$42 million in capital projects over the next five years.

The City has a positive and supportive culture based on teamwork and a commitment to excellence in public service.



GOODYEAR THE POSITION

The Deputy City Manager is one of two deputy positions responsible for managing assigned departments toward the achievement of department and City objectives. The Deputy City Manager exercises leadership with department directors and advises the City Manager; presents programs for approval by the City Manager and City Council; and plans, organizes, coordinates and implements approved programs. The Deputy City Manager exercises considerable initiative and independent judgment in representing the City Manager and exercises delegated representative authority over department directors and other employees in the organization. The Deputy City Manager reports to the City Manager.

Candidates for this position must possess a minimum of a Bachelor's degree from an accredited college or university with an emphasis in Public or Business Administration or a related field; a Master's degree is preferred. Candidates should have at least nine years experience in public or business administration, preferably with a municipality of similar size.

The ideal candidate is a professional manager who is open, honest, of strong moral character, promotes transparency, and has excellent interpersonal and communication skills. Candidates who promote a collaborative work environment and value teamwork and empowering staff members are ideally suited. The successful candidate will be respectful of others and encourage a creative approach to solving challenges; asking how we can, not why we can't. A keen ability to listen to the needs of stakeholders and partners, including soliciting input from the community using social media and other technology, is highly desirable.

Other attributes of the ideal candidate include:

- The ability to gain the trust of his/her direct reports, and the employees under his/her supervision.
- The ability to be adaptive to the changing needs of the community.
- The ability to motivate staff and to look beyond current practices, and develop cost effective and efficient service delivery models.

GOODYEAR DEPUTY CITY MANAGER FUNCTIONS

- Organizes and coordinates the efforts of assigned City departments and functions with other governmental or private agencies to accomplish program goals and objectives and resolve difficult and complex issues.
- Works with the City Manager and department directors in planning, organizing, coordinating, and implementing programs in matters affecting assigned areas of responsibility.
- Facilitates the preparation of a City Strategic Plan and a 5-year Operational Plan for each department, which includes objectives as well as functional tactics, action and work plans. Seeks and incorporates input from all stakeholders, in addition to strategic staff members and the City Manager for all plans.
- Serves and participates on various City teams and regional agencies by attending team activities and serving as a City representative. Confers with city, county, state, and federal agency officials regarding plans and priorities for existing and planned programs.
- Manages administrative and operational matters by reviewing the departments' budgets, approving travel and training, supervising the hiring of new employees, overseeing personnel actions, conducting regular staff meetings to coordinate issues, performing resource planning, and preparing operational plans.
- Meets and corresponds with various citizen, business, and other groups to address questions and secure assistance with various programs.
- Attends City Council meetings and reports on activities requested by the City Manager.
- Negotiates contracts and agreements with outside entities to further the goals of the City.
- Briefs the City Manager on matters of concern in the departments and functions in assigned area of responsibility to assure proper action.
- Takes on special projects which require executive-level decisions and coordination.



GOODYEAR COMPENSATION AND BENEFITS

The starting salary range for the Deputy City Manager is \$126,517 – \$154,149. Appointment may be made above the minimum, depending upon qualifications. In addition, the City of Goodyear provides excellent benefits including:

- Vacation Leave: 12 days per year for first two years
- Sick Leave: 12 days per year
- Holidays: 11 paid holidays per year, including one floating day
- Health Insurance: City-paid medical insurance for employees; more flexible coverage and dependent coverage available at a group rate
- Dental Insurance: City-paid HMO dental coverage for employees and dependents; more flexible coverage for dependents available at a group rate
- Vision Insurance: Available at a group rate
- Life Insurance: City-paid insurance valued at twice the annual salary (\$200,000 maximum); additional life insurance for self and/or dependent is available at employee's cost
- Short Term Disability: City-paid coverage
- Flexible Spending Accounts: Health Care and Dependent Care accounts available
- Retirement: Arizona State Retirement (ASRS) Defined Benefit plan – mandatory City contribution and employee contribution
- 457 Deferred Compensation Plan Options: ICMA and Nationwide
- Employee Assistance Program: Up to five sessions available per situation at no cost to the employee

For more information about City of Goodyear employee benefits, please visit the City of Goodyear website at: www.goodyearaz.gov

Click on the JOBS button at bottom of homepage; click on City of Goodyear Government Jobs; click on Employee Benefits in the left menu.

GOODYEAR HOW TO APPLY

For additional information on this exceptional opportunity, please contact Wynette Reed, Human Resources Director, City of Goodyear, by calling 623-882-7750 or by e-mail at wynette.reed@goodyearaz.gov

Position open until filled. First review of cover letters and resumes to occur on June 8, 2012.

Send confidential cover letters and resumes to:
Wynette Reed
City of Goodyear, Human Resources
190 N. Litchfield Rd.
Goodyear, AZ 85338
wynette.reed@goodyearaz.gov

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